

HB 286 -- Employee Privacy on Social Networking Websites

Sponsor: Funderburk

This bill specifies that it will be unlawful for any employer to ask any current or prospective employee to provide a username, password, or other related account information in order for the employer to gain access to a social networking website where the employee maintains an account or profile.

"Social networking website" is defined as an internet-based service that allows individuals to construct a public or semi-public profile within the website, to create a list of other users with whom the individual shares a connection, and to view and navigate their list of connections and those made by others within the system.

"Social networking website" does not include electronic mail.